



Ford aims to ensure that everything we make – or others make for us – is produced consistent with our own commitment to protecting human rights and in adherence with local law. We take our sustainability commitments seriously and seek to quickly address issues, if they occur.

In addition, we engage in regular dialogue with key coating suppliers to monitor the responsible sourcing of mica. This due diligence includes mapping Tier 1 suppliers, reviewing third party audits of mica mines and participating in cross-industry investigations.

Any questions, let me know

Dan



FCA is firmly convinced that the respect and support of fundamental human rights is essential for building a better future for our Company and the communities in which we do business. The responsible procurement of raw materials is vital. Although the source of any raw material may be several tiers removed in the supply chain, we recognize its place in our sourcing process.

FCA engages in collaborative action with global stakeholders across industries and along the value chain to promote and develop our raw material supply chain, including the [Automotive Industry Action Group \(AIAG\)](#) and [Responsible Minerals Initiative \(RMI\)](#). By staying engaged with similarly-minded industry leaders we evaluate the latest technologies, initiatives and organizations that can have the greatest impact.

The RMI continues to be a leader in guiding FCA business practices as we aim to combat human rights issues in the supply chain. The following outlines a few key activities:

- RMI includes mica in its Risk Readiness Assessment enabling members to invite mica smelters and mining companies to complete an annual self-assessment against industry norms covering social, environmental and governance issue areas. This aligns with FCA plans for mica engagement.
- RMI is collaborating with the Responsible Mica Initiative, via an MOU, to develop a global standard for responsible mica supply chains, focusing initially on a pilot for mica processing units in India.

The Company also uses and teaches suppliers the [OECD 5-Step Framework for Upstream and Downstream Supply Chains](#), which provides a common and foundational tool to help solidify responsible sourcing practices and decisions made throughout our supply chain.

To drive compliance, FCA requires that suppliers and their sub-suppliers adhere to all applicable global laws and regulations, including those that prohibit underage labor. Commitment to social, ethical and environmental principles is a prerequisite to becoming an FCA supplier and developing a lasting business relationship with us. If a supplier fails to follow these principles, the Group can implement a corrective action plan and reserves the right to terminate the business relationship.

We continue to enhance our internal processes and evaluate additional alliances with existing consortiums to drive positive impact in the community.

To learn more about our efforts to build fair supply chains of minerals, please visit pages 99-100 on our 2018 Sustainability Report here: https://www.fcagroup.com/en-US/investors/financial_information_reports/sustainability_reports/sustainability_reports/FCA_2018_Sustainability_Report.pdf



... Here is our information per your request. Please let me know if you have any other questions.

Boeing is committed to the protection and advancement of human rights in its worldwide operations. We strongly oppose any form of human exploitation and comply with all applicable laws prohibiting such acts. Boeing does not directly source mica. Boeing manufactures complex equipment comprising numerous components provided by suppliers. Suppliers may incorporate minerals into components at an early stage of their manufacturing process. Our suppliers are required to comply with all applicable laws and Boeing includes its Basic Working Conditions and Human Rights code in all supplier contracts. Our suppliers are encouraged to adopt the same or similar codes of basic working conditions and human rights and require the same of their suppliers.

To your questions:

We would like to request Boeing's reaction to these concerns as well as the below questions:

- Which country or countries is Boeing and all of its related brands sourcing its mica from internationally? **A. Boeing does not source mica from any suppliers.**
- Which company or companies is Boeing sourcing its mica from internationally? **A. Boeing does not source mica from any suppliers.**
- Is Boeing able to provide related documentation of its sourcing supply chain? **A. Boeing complies with all U.S. and international standards of traceability for the materials it uses in its products and services and shares them with regulatory authorities as required.**
- What measures are in place to protect against the possibility that mica Boeing is sourcing from external partners has not been produced using child labor? & What measures are in place to ensure that the conditions under which the mica Boeing is sourcing from external partners meet company standards?
A. As stated above, Boeing does not directly source mica. Boeing manufactures complex equipment comprising numerous components provided by suppliers. Suppliers may incorporate minerals into components at an early stage of their manufacturing process. Our suppliers are required to comply with all applicable laws and Boeing includes its Basic Working Conditions and Human Rights code in all supplier contracts. Our suppliers are encouraged to adopt the same or similar codes of basic working conditions and human rights and require the same of their suppliers. Boeing maintains a global ethics line and other reporting channels to facilitate reporting of potential unethical behavior by suppliers or Boeing employees.

Many thanks,

Chaz Bickers
Communications Director, Boeing



... we are still investigating the mica use with our suppliers, but please see our statement below:

“Virgin Atlantic is committed to sustainable procurement practices, and we expect openness and transparency in our relationships with our suppliers. We ask our suppliers to comply with our Responsible Supplier Policy and practices, which lays out the standards we expect. In complying with this policy they also take responsibility to ensure their subcontractors and suppliers adhere to our standards. The policy aligns with international standards on human rights, and includes providing safe and fair working conditions for employees, not using child labor defined as anyone under 15 years of age, or as stipulated in the International Labour Organization C138 Minimum Age Convention, the right to a living wage that always meets legal or industry minimum standards, and no forced, bonded, or compulsory labor. Suppliers also agree to set up a documented monitoring process to verify standards are met and continually reviewed to ensure compliance.

In addition to our Responsible Supplier Policy, we have also recently signed up to Ecovadis, a platform that provides business sustainability scorecards through a Corporate Social Responsibility analysis system, covering 21 criteria across themes of environment, fair labor and human rights, ethics, and sustainable procurement. This platform will enable us to have even more transparency in our supply chain.

Virgin Atlantic remains fully committed to implementing policies and procedures that aim to prevent all forms of slavery in our business and supply chains, and to meeting the highest standards and best practice according to the UK's Modern Slavery Act 2015. We aim to source goods and services in a way that treats the people we work with directly and indirectly, with respect and dignity. We release our own Modern Slavery statement annually which includes what we are doing to ensure we don't have slavery in our supply chain. Our 2018 Modern Slavery statement can be found on our website, along with our Responsible Supplier Policy.”

Thanks,
Caitlan

Caitlan Fowler
PR & Corp. Communications
Virgin Atlantic Airways Ltd



Panasonic Response/Statement:

Our [Supply Chain CSR Guidelines](#) expressly prohibits the use of child labor and require suppliers to treat all workers with dignity and respect. Breaches of our supply policy are not tolerated. Panasonic supports human rights, safe working environments and environmental consciousness.